

Committee for Diversity and Equity (D&E)
Minutes of Meeting
March 17, 2016

Pursuant to call, the Committee for Diversity and Equity met at 3:30 pm on March 17, 2016 in Room 397 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza updated D&E members on the following:

--February 24 PROC meeting. One of the major items of discussion was the handling of minors with low enrollment.

--March 7 Division Council meeting. The major topic of discussion was the retirement options task force report. The systemwide Senate rejected President Napolitano's plan in the form of a resolution. While the President made minor modifications to the plan, the Senate was still opposed to the basic tenets and was concerned over the lack of faculty consultation.

--March 8 visit of Professor Patricia Matthew. Hosted by D&E as the committee's inaugural diversity speaker series, Professor Matthew had a productive and rewarding visit. She met with faculty groups, two school deans, and the VPDGE.

II. Consent Calendar

ACTION: The February 11 meeting minutes were approved as presented.

III. Modifications to Senate Bylaws

D&E members suggested that the D&E section of the Senate bylaws be revised to allow for additional members on the committee.

ACTION: Chair Golash-Boza to finalize a tracked changes copy of the bylaws and a cover memo for the rationale for the bylaw modifications

for circulation to the committee members. Upon the committee's review and approval, a final tracked changes copy of the bylaw modifications and rationale document will be transmitted to the Senate Chair.

IV. Consultation with Guests

--Director of Campus Climate Acker

- Proposals for the Diversity, Equity and Inclusion grants are due April 8 and that additional information is found at:

[http://diversity.ucmerced.edu/DEI Grant Request for Proposals](http://diversity.ucmerced.edu/DEI_Grant_Request_for_Proposals)

--Associate Chancellor Putney

- There is a new policy on gender inclusive (GI) facilities that will go into effect July 1. The policy stipulates that all future buildings must include one GI restroom/facility on each floor where other restrooms exist. This policy will also be in the 2020 Project. For existing construction, the campus is not install new plumbing but must provide signage that directs employees to the nearest GI facilities.
- A subcommittee of the Chancellor's Advisory Committee on the Status of Women (CACSW) has been inspecting lactation rooms on campus to ensure they are functional. A few rooms were closed as they were being used for other purposes. The subcommittee is creating signage to direct employees to the nearest lactation room and lastly, the campus is trying to rooms' décor friendlier.
- Systemwide chief diversity officers meet monthly by teleconference and quarterly in person. As UCM's chief diversity officer, Associate Chancellor Putney works with the Vice Provost for the Faculty (VPF) on faculty-related issues with regard to diversity.
- Ombuds Concon had no updates.

V. Faculty Equity Advisors (FEA)

Prior to this meeting, and based on conversations at committee meetings thus far in the academic year, Chair Golash-Boza drafted a proposal for the establishment and training of UCM faculty equity advisors.

Associate Chancellor Putney stated that she brought up D&E's proposed plan in a recent meeting of the Chancellor's Cabinet and the idea was well-received.

D&E members then held a discussion on possible revisions to the FEA proposal. Topics under discussion included how an FEA can help a faculty search committee think about diversity beyond the confines of a specific search, how an FEA could work with search committees on developing the search plan to ensure equity, and resources available to FEAs so they can provide assistance to search committees. Regarding the last point, the Academic Personnel office offers a faculty recruitment [toolkit](#).

ACTION: Committee members to send any comments on the proposal to the committee chair and analyst. A revised proposal will be circulated to the committee. Upon the committee's approval, the committee chair will forward the proposal to the Division Council and the VPF.

There being no further business, the meeting adjourned at 4:30 pm.

Attest: Tanya Golash-Boza, Chair